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May 1963

City manager

Richmond, Calif.

MUNICIPAL HUMAN RELATIONS COMMISSIONS

A Survey of Programs in
Selected Cities of the United States

Minority groups

U.S.

Prepared by
Office of the City Manager
City Hall
Richmond, California

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OFFICE OF
EDWIN S. HOWELL
CITY MANAGER

CITY OF RICHMOND
CALIFORNIA

May 20, 1963

TO THE HONORABLE MAYOR AND
MEMBERS OF THE CITY COUNCIL

Subject: Survey of Human Relations Commissions

Gentlemen:

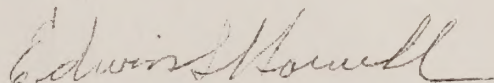
In response to a request to consider the possibility of a Richmond Commission on Civil Rights or Intergroup Relations on May 20, 1963, this office has undertaken a study of public and private human relations agencies throughout the United States.

I would like to call to the attention of the City Council that this report is only a survey. No attempt has been made to evaluate programs or suggest a course of action for Richmond. This report is solely for the purpose of acquainting you with the variety of programs being employed to reduce tension and improve intergroup relations.

A liberal dose of quotation has been provided to give the flavor of local ordinances and reports. This is particularly evident in the section, "The Role of the City Government". A modified outline form has been used frequently to capture the essence of many diverse programs. This combination, hopefully, will provide a basis for a fruitful discussion of the merits of a Richmond Human Relations Commission.

Should the City Council desire further information on the experiences of community relations commissions, this survey can provide a point of reference for a critical review of program proposals, and the basis for personal study by the Council with representatives of outstanding commissions.

Sincerely,



Edwin S. Howell
City Manager

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CITY OF RICHMOND
CALIFORNIA

May 30, 1963

OFFICE OF
CITY MANAGER
CITY OF RICHMOND

TO THE HONORABLE MAYOR AND
MEMBERS OF THE CITY COUNCIL

Subject: Survey of Human Relations Commissions

Gentlemen:

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Should the City Council desire further information on the experiences of community relations commissions, this survey can provide a point of reference for a critical review of program proposals, and the basis for personal study by the Council with representatives of outstanding commissions.

Sincerely,

John S. Howell
City Manager

ACKNOWLEDGEMENTS

The City of Richmond gratefully acknowledges the valued assistance of the following individuals and their organizations. John J. Garvey, Jr., Assistant Director, American Municipal Association; George L. Roberts, Deputy Executive Director, Chicago Commission on Human Relations; Harris Stevens, Village Manager, Oak Park, Illinois; George Schermer, Executive Director, Philadelphia Commission on Human Relations, and A. P. Hamaan, City Manager, San Jose, California.

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SUMMARY OF FINDINGS

1. Commissions are most plentiful in those states which have encouraged such activity by passing effective state laws against discrimination.
2. Human Relations Commissions are found most frequently in cities of 100,000 - 1,000,000 population.
3. Most commissions have been established by ordinance.
4. Most commissions are larger than the typical Fair Employment Practices Commission, having from seven to fifteen members.
5. Commission activities include investigation and research into employment and housing practices, public information and educational activities, civil rights and community relations.
6. Generally, the commission is oriented towards community relations rather than fair employment practices or housing.
7. There is usually a one-half or full-time person employed without civil service classification.
8. The 1957 salary average is \$7,535; a one-man agency - \$6,022; the larger agencies - \$9,802.
9. Budgets have approximated 4¢ per capita of which more than 50% is required for salaries.
10. Most commissions have one regular publication, an annual report and a newsletter.
11. There is at least one research project underway.
12. Usually the National Association for the Advancement of Colored People, the National Conference of Christians and Jews, the Urban League, and the Anti-Defamation League are active in the City, and exchange information.

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12. Usually the National Association for the Advancement of Colored People, the National Conference of Christians and Jews, the Urban League, and the Anti-Defamation League are active in the city and exchange information.

MUNICIPAL HUMAN RELATIONS COMMISSIONS

An August, 1962 survey conducted by the American Municipal Association failed to list any city in California as having a public human relations commission. The report did note, however, the existence of private agencies in San Francisco, Oakland, Palo Alto, Los Angeles and San Diego. It becomes quite apparent after reviewing the AMA survey and other reports that community relations groups are concentrated in the major industrial centers of the Midwest and the East. Such commissions are most plentiful in those states which have encouraged local government to form agencies to enforce state laws prohibiting various types of discrimination. Illinois is, perhaps, the most outstanding example of a state attempting to work closely with its political subdivisions in an effort to avoid the outburst of racial or religious strife. A 1959 report of the Illinois State Commission on Human Relations reported 29 local commissions in existence. The commissions ranged in size from the heroic efforts of the Chicago Commission on Human Relations to the more modest efforts in cities the size of Richmond, to regional associations in a number of sectors of the Chicago metropolitan area.

Recognizing that the smaller commissions have made valued contributions toward improving intergroup relations, this report will, by design, emphasize the programs of the larger cities. Chicago,

Detroit, New York, and Philadelphia are generally accorded recognition for having the best programs and a budget to match. Since this survey is intended to show the variety of activities undertaken by human relations commissions, it is a natural result that greater emphasis is placed on those organizations regarded as leaders in the field.

The Purpose of a Human Relations Commission

The continuing urbanization and industrialization of our society has radically altered the "established order". During the years following the Supreme Court decision of 1954, banning segregation in schools, much of the legal structure upon which discrimination has been based has been rendered inoperative by the courts. The renewed efforts by the Negro population to gain equality of housing, employment and other necessities has been well publicized. For those members of minority groups able to find employment their increasing purchasing power is making it possible to contemplate seriously housing and other commodities never before attainable.

The new demand for housing by non-whites is resulting in the steady enlargement of highly segregated areas. This pattern of residential segregation will have a profound impact on the educational, economic, and political life of cities. As some non-whites attempt to break out of the segregated areas, an increased number of neighborhood incidents may result.

The entrance of non-whites into new areas combined with successful appeals to the courts to bay gerrymandering of school districts has produced a high degree of tension in many communities calling for extremely delicate and masterful work by community

leaders among parents, teachers and children. The intense competition among cities for a stronger tax base has placed a high value on stable race, religious and labor relations.

The quickening tempo of urbanized life mixed with the growing demands for equality by minority groups has magnified tensions already present; tension in schools, employment, recreational areas, housing developments; tensions arising from a lack of adequate and competent professional services; tension resulting from a laxity of law enforcement; tension produced by relief and welfare programs; tension created by improperly conceived employment practices and propaganda.

Preconditions of a Successful Social Change

A report issued in February, 1963 by the International City Managers' Association, the Southern Regional Council of Atlanta, Georgia, and the Potomac Institute of Washington, D. C., entitled "The City Government and Minority Groups", noted that while "each community must assess its own stage of civil rights development and its own requirements for achieving social change...there are principles common to all civil rights solutions." These are the preconditions for a successful social change.

1. A clear-cut policy, firmly enunciated and unequivocally applied. An ambiguous policy, half-heartedly applied, is an open invitation to resistance and trouble.
2. Emphasis on inevitability. The South has demonstrated that people adjust to new racial patterns when they are convinced that change is unavoidable.
3. Reassurance that change will not be overwhelming or catastrophic. The cooperation of the communications media in reporting needed facts and interpretations can be helpful in effecting change with minimal disruption.

4. Convincing precedents for change, drawn from the experience of other like areas. Next to first-hand experience such precedents offer the best way to allay unjustified fears, familiarize people with new ideas, and destroy the myth that racial change always means trouble.
5. Communication between majority and minority groups, allaying fear through the destruction of long-held stereotypes. Mutually agreed upon approaches to solutions worked out in concert, including the pressing problem of timing, will find much more ready acceptance on the part of all concerned.
6. Practical self-interest (most especially economic self-interest) enlisted on the side of change. This is critical and should be brought into play at the earliest possible moment to demonstrate that the entire community has a great deal to gain from progress toward equal treatment and opportunity.
7. Moral leadership. The churches have a special responsibility to clarify the moral issues involved in discrimination. But all community leaders can contribute to public acceptance of needed social change as a moral as well as a practical imperative.

The Organization Job

Identify the Problem.--Clearly, when embarking upon a new program, the first step is to define objectives and identify problem areas. The objectives of a human relations commission are:

To encourage understanding and respect between persons of various faiths, racial, and nationality backgrounds.

To safeguard the rights of all citizens as defined by our laws and constitution.

To open opportunities for full participation in community life to all.

Plan a Tentative Program.--Having established objectives for the commission, "it is important to understand underlying causes that create problems in order to arrive at a community program of prevention as well as cure." Tentative priorities must be given to each element of the plan such as the establishment of a human

relations commission, the review and preparation of suitable ordinances, the development of courses in race relations for school and city officials and employees, and the introduction of a program designed to increase public awareness of the values to be gained from harmonious intergroup relations.

Inventory Local Resources.--To help with the formation of the program and its successful implementation contact should be made with groups in the community that can contribute to a well-rounded program. These resource groups include the city government, the local ministerial union or council of churches, the board of education, the superintendent of schools and members of his staff, the chamber of commerce, the central labor council, the service clubs, the downtown association, and the neighborhood councils.

Develop a Detailed Program.--Following the completion of the inventory, the mayor and city council frequently request the resource groups to participate in discussions of the tentative programs. From these discussions will come the detailed program. The resource groups are assigned various aspects of the program including financing, program planning, staffing procedures, and reporting. As a voluntary association, compulsion is neither feasible nor desirable in assigning responsibilities.

Review and Evaluation.--The final step is to launch the program and then make alterations as demanded by the needs of the community. "It should be emphasized that the role of the city government throughout this process is that of gathering information, meeting with representatives of appropriate organizations,

encouraging cooperative action, recommending community goals, and providing, in a non-authoritarian sense, community leadership."

Guidelines to Progress

To aid in the planning of a municipal human relations commission, the International City Managers' Association suggests the following objectives toward which the city council might work to bring about a meaningful social change.

Municipal Policy. Through resolutions and ordinances establish an enforceable policy of non-discrimination in:

1. Public and private employment.
2. Public and private housing.
3. Public education.
4. Public accommodations and facilities.

Enforcement. Coordinating, conciliating, and enforcing official policies through:

1. A fair employment practices commission which receives and investigates complaints, holds hearings, and enforces policies of non-discrimination.
2. Regulations binding city departments to non-discrimination.
3. A civil rights coordinator in the executive branch. As responsibility is increasingly accepted within governmental departments, a special coordinator in the executive branch charged with civil rights responsibilities can stimulate and coordinate functions. Such a coordinator can command the authority of the executive branch in the task of keeping heads of departments alert to their obligations and in giving vitality and implementation to civil rights and programs within the city departments.

Implementation. Providing administrative machinery to implement programs in the field of:

A. Employment

1. Affirmative non-discrimination in recruitment by the civil service or merit system, and comprehensive reporting on minority placement.

2. Inspection and compliance program in contracting departments of the city respecting fair employment on city contracts.
3. Procedures for obtaining fair employment compliance from private employers, and for correcting violations.

B. Housing

1. Eligibility for public housing solely on the basis of need as determined by the local housing agency or other appropriate governmental authority.
2. Provision of relocation housing for all who are displaced by redevelopment, and administrative controls to insure non-discrimination in urban renewal programs, especially involving slum clearance.
3. Elimination of discrimination in the sale or rental of private housing.

C. Education (In cooperation with the local board of education)

1. A clear policy declaration and an implementing program to overcome defacto segregation in public schools.
2. A specific program to overcome the cultural lag in learning receptivity among minority group children.
3. Inclusion of human relations subject matter in the curriculum.

D. Public Accommodations

1. Regulations requiring non-discrimination in public services and accommodations, including public and private ownership.
2. Enforcement by the police department and other appropriate city government agencies of regulations barring discrimination in hotels, restaurants, theatres, hospitals, and other places of public accommodations
3. Licensing controls on public services and accommodations requiring non-discrimination.

E. Community Tensions

1. A human relations commission or other such official body which can coordinate community efforts to promote affirmative programs of civil rights.
2. A police training program on community and minority group relations.
3. A human relations training program for recreation workers.
4. In cooperation with the local board of education and institutions of higher learning, a teacher training program on intergroup relations.

THE ROLE OF THE CITY GOVERNMENT

A Commitment to Equal Opportunity

A realistic appraisal of community problems, planning for provision of equal opportunity in all aspects of daily living for every citizen, and the large-scale educational job that is required for public acceptance of such planning, all must be undertaken by city leadership before conditions reach the threshold of violence. Wise city heads will institute a program of prevention that will insure the continued growth and prosperity of the community instead of the economically ruinous conflict that some cities have suffered....

Clearly defined city government policy declarations and ordinances are essential prerequisites for social change. They provide not only the climate for such change, but also the legal tools for accomplishing the job. Such directives should make clear that the city government is committed to working toward the goal of equal opportunities for all. In the unequivocal implementation of official regulations, the mayor or other chief administrator bears prime leadership responsibilities. He is the catalyst in the complex interactions in any given city that finally result in achievement.

International City Managers' Association
Management Information Service Report #229

Protection of Individual Rights

It is the proper function of government to protect and assure the rights of each of its citizens. It is proper, too, that the rights of citizens to form associations founded upon religious or ethnic grounds should be protected. It would be both entirely inappropriate and impossible for government to seek to erase color, ethnic origin, cultural identification or religious association from the American Scene. It is appropriate and essential that there be governmental regulation and management for the protection of individual rights and in the interests of the public welfare.

Philadelphia Commission on Human Relations
Annual Report of 1959

A Responsibility for Positive Action

During the past thirteen years, there has emerged the concept that municipal and state governments have definite responsibilities

for placing their prestige and influence behind positive efforts to improve intergroup relations in a community.

Experience has taught that those communities which have created machinery for dealing with sources of intergroup problems have been the ones which have been able to reduce group conflicts and the waste of human resources.

Toledo Board of Community Relations Annual Report of 1956

Fulfillment of Promises

The Commission, though an official body, is not primarily an enforcement agency. It wields no "big stick", nor is it so much against as it is for the creation of healthy enlightened attitudes, policies, and practices. In short, the Commission seeks to conduct careful surveys, to plan intelligently, to educate and motivate its objective: significant movement toward fulfillment of democracy's promises and constitutional guarantees.

We are directed to marshall the public and private resources of the community to arouse and focus public opinion on the attainment of these objectives: (1) encouraging sound relations among the people and groups of diverse backgrounds who constitute our citizenry and (2) precluding discrimination, segregation or any other form of difference of treatment on account of race, religion, or national origin, by any public or private agency, corporation or individual.

It is COIR's responsibility to help the citizens of New York maintain and extend the city's tradition as an "open city" -- a competitive arena in which individual merit and character are the sole distinction among citizens.

New York City Commission on Intergroup Relations - "Program Plan for 1961"

LEGAL POWERS OF HUMAN RELATIONS COMMISSIONS

Philadelphia, Pennsylvania

The adoption of a new city charter in 1952, contained provisions for a Commission on Human Relations:

- .To administer and enforce the fair employment practices ordinance.

- To administer and enforce all statutes and ordinances prohibiting discrimination against persons because of race, religion, or national origin where such jurisdiction is not specifically vested in any one agency. (There are over 30 provisions in statutes and ordinances touching a variety of fields such as housing, transportation, Civil Service, education, public accommodations, civil rights, hospitals, public assistance, etc.)
- To institute and conduct educational programs which will promote equal treatment, equal opportunity and understanding among persons and groups of different races, religious and national origins.
- To receive and investigate complaints of, or initiate its own investigations of practices of discrimination against any person because of race, religion or national origin.
- To hold public hearings for such purposes and make public its findings.

Toledo, Ohio

A Toledo, Ohio, ordinance instructs the 25 members of the Board of Community Relations to:

- promote amicable relations among the racial and cultural groups within the community
- take appropriate steps to deal with conditions which strain group relationships.
- aid in the coordination of the activities of private organizations concerned with these relationships.
- assemble, analyze and disseminate authentic and factual data relating to interracial and other group relationships.

Further, the secretary of the board, its administrative officer, is instructed to:

- maintain contacts with groups in the community which are concerned with interracial and intercultural understanding and report to the board regarding the activities of these groups.
- serve as a source of accurate and reliable data on the problems in the intergroup relations field.
- implement the decisions of the Board.

- work in cooperation with the directors of all municipal departments and other government divisions in the improvement of service.
- eliminate whatever sources of interracial friction may exist.
- work to remove inequalities which pertain to minority group status on such problems as housing, recreation, education, employment, law enforcement, vocational guidance and related matters.

San Jose, California

A 1959 ordinance created one of the few public human relations commissions in California. The official agency was created to "encourage and bring about mutual understanding and respect among all groups of the City, eliminate prejudice, discrimination and disorder...and to guarantee...equal rights for all." The ordinance assigns to the commission an extensive list of functions in an attempt to achieve the aforementioned goal of the agency.

- To foster mutual understanding, respect and good will among all racial, religious and nationality groups....
- To discourage and prevent discriminatory practices among or against racial, religious and nationality groups, and any of their members....
- To cooperate with governmental and non-governmental agencies and organizations having like or kindred functions.
- To investigate and study the problems of prejudice, discrimination and disorder occasioned thereby in any field of human relations as in the judgment of the Commission will aid in effectuating its general purpose.
- To work together with...other governmental agencies in developing educational programs and techniques for achieving harmonious inter-group relations....
- To initiate and enlist the cooperation of various racial, religious, and nationality groups, community organizations, labor organizations, fraternal and benevolent associations and other groups in programs and campaigns devoted to eliminating group prejudice and discrimination.

- To initiate and investigate complaints, and to initiate its own investigations...after consultation with the City Manager, by city officials or city agencies, except that all instances of...discrimination within the jurisdiction of any federal or state commission or agency...shall be referred to such commission or agency.
- To hold hearings and take testimony of any person under oath or otherwise, relating to any matter under investigation or in question before the Commission.
- To make recommendations to persons specially interested therein respecting the settlement or solution of any complaints or problems involving prejudice or discrimination because of race, color, creed, national origin or ancestry.
- To make and issue reports respecting its studies, research, investigations and other activities.
- To recommend to the City Council legislation which the Commission should find to be necessary and desirable.

Illinois Commissions

The encouragement by a strong, active state Commission on Human Relations and effective statutes barring discrimination have created more municipal public human relations commissions in Illinois than in any other state. Providing a model for many of the local ordinances is the 1947 ordinance establishing the Chicago Commission on Human Relations.

Chicago

Section I. Declaration of Policy

The City Council finds that prejudice and the practice of discrimination against any individual or group because of race, color, creed, national origin or ancestry menace peace and public welfare; that to eliminate such prejudice and discrimination and instrumentality should be established through which the citizens of Chicago may be kept informed of developments in human relations, the officers and departments of the City may obtain expert advice and assistance in ameliorating practice to keep peace and good order, and private persons and groups may be officially encouraged to promote tolerance and good will toward all people.

Section II. Duties and Functions

The Commission shall cooperate with the Mayor, City Council, city departments, agencies and officials in:

- securing the furnishing of equal services to all residents.
- providing extra services where necessary.
- training city employees to use methods of dealing with intergroup relations which develop respect for equal rights and which result in equal treatment without regard to race, color, creed, national origin or ancestry.
- assuring fair and equal treatment under the law to all citizens.
- protecting the rights of all persons to enjoy public accommodations and facilities and to receive equal treatment from all holders of licenses, contracts or privileges from the City.
- maintaining the quality of opportunity for employment and advancement in the City government.

The services of all City Departments and agencies shall be made available by their respective heads to the Commission at its request, and information in the hands of any department or agency shall be furnished to the Commission when requested.

The Commission shall advise and consult with the Mayor and City Council on all matters involving racial, religious or ethnic prejudice or discrimination and recommend such legislative action as it may deem appropriate to effectuate the policy of this ordinance.

The Commission shall render an annual report to the Mayor and City Council which shall be published.

Section III. Cooperation with Civic Groups and Governmental Agencies

The Commission shall invite and enlist the cooperation of racial, religious, and ethnic groups, community organizations, labor and business organizations, fraternal and benevolent societies, veterans organizations, professional and technical organizations, and other groups in the City of Chicago in carrying on its work.

The Commission may aid in the formation of local community groups in such neighborhoods as it may deem necessary or desirable to carry out specific designed to lessen tensions or improve understanding.

The Commission shall cooperate with State and Federal agencies whenever it deems such action appropriate in effectuating the policy of this ordinance.

Section IV. Investigations, Research Publications

The Commission shall receive and investigate complaints and initiate its own investigations of tensions, practices of discrimination and acts of prejudice against any person or group because of race, religion or ethnic origin and may conduct public hearings with regard thereto; carry on research, obtain factual data and conduct public hearings to ascertain the status and treatment of racial, religious and ethnic groups in the City, and the best means of progressively improving human relations in the entire City, and issue such publications and such results of investigations and public hearings and make such recommendations to the Mayor and City Council as in its judgment will effectuate the policy of this ordinance.

Park Forest

WHEREAS, the President and the Board of Trustees are fully aware of the positive contributions which can result from a broad and publicly acceptable human relations program directed toward the reaffirmation of our faith in the value and dignity of each person,

BE IT THEREFORE RESOLVED, by the President and the Board of Trustees, there is hereby created a Commission on Human Relations to investigate such matters as may be referred to it by the President and Board of Trustees; to advise and make reports and recommendations on such matters to the President and Board of Trustees; and to assist the Village government in such other human relations affairs as may arise from time to time.

Structure and Organization

Membership.--There appears to be no correlation between the size of the City and number of commissioners to be appointed to the board. The Philadelphia Commission is guided by nine prominent citizens representing all major groups. In Toledo, Ohio, the mayor appoints 25 members nominated in the following manner:

Chamber of Commerce	6 nominees
Central Labor Union	3 nominees
Industrial Union Council	3 nominees
Council of Churches	2 nominees
Catholic Church	2 nominees
Jewish Community Council	2 nominees
Ministerial Alliance	2 nominees
"Public" members	5 nominees

Champaign, Illinois, has a five-member commission, while Moline, Illinois, only slightly smaller in population, has a Commission of fifteen with appointments based on specific religious, ethnic and vocational groups in the city. The Springfield, Illinois, plan is a novel approach to membership standards. Two categories exist: Organizational and individual. Organizations contributing more than \$25 annually are designated Sponsoring Organizations. Individual memberships are available and actively solicited. However, voting rights are limited to representatives of organizational members. Any action taken by the Commission "represents the Commission only, and does not bind cooperating organizations." Representatives submit proposals to their organizations for approval and support. If a firm is in agreement with the proposal it will usually authorize the publicizing of its position.

Meetings.--Most commissions meet monthly with provision for special meetings to be called by the chairman or a majority of the membership. In the smaller cities summer meetings are omitted. The Peoria, Illinois, Commission on Human Relations has scheduled meetings in February, May, and October. Some cities have found that with a provision for special meetings, monthly meetings are not necessary. The Springfield Commission holds its meetings at intervals determined by its members.

Professionalism.--With most of the active commissions being in larger cities, cities of 100,000-1,000,000, funds are available to provide for professional guidance for the program. Philadelphia and Chicago maintain commissions with over thirty employees. The smaller cities with their less ambitious programs may hire only

half-time person. A 1957 study by National Association of Intergroup Relations officials found the average salary for executive directors of all commissions to be \$7,585. The salary range varied from \$6,022 in a one-man agency to \$9,802 in the larger programs.

THE PROGRAMS OF HUMAN RELATIONS COMMISSIONS

Chicago, Illinois

A budget exceeding \$250,000, 36 staff workers, and 500 volunteers on committees of the Chicago Commission on Human Relations combine to produce one of the outstanding programs designed to improve intergroup relations. Because most of the goals are achieved through oral persuasion and education much of the work does not receive publicity. In fact, "only on rare occasions has it been necessary to go to court."

Civil Rights

- Received, investigated, and processed hundreds of complaints as a result of discrimination in public places, assault, property damage, or threat of harm related to racial or religious incidents.
- Preparation of a course in civil rights law for police recruits.
- Development of a special training seminar in human relations.
- The conducting of a careful program to be sure that there is no discrimination in public accommodations.
- A study of court procedures to uncover discriminatory practices.
- Assignment of human relations officer to work with police, city agencies, neighborhood groups.

Education

- High level conferences held with school officials and community leaders.
- Close cooperation with the Human Relations Bureau of the school system in an attempt to reduce tension.
- Conducted a survey of job placement counsellors to determine how they handle job orders which specify race or religion, and how minority groups are counselled.
- An investigation of complaints about private business and charm schools led to an Illinois Private Business School State Board ruling that no school can discriminate and receive state approval of the operation.
- Illinois Department of Registration and Education agreed to license only those schools which accept applicants without regard to race, religion or nationality.
- Continuing program of lectures to many groups.

Employment

- Complaints of job discrimination investigated carefully.
- Conferences held to assure compliance prohibiting discrimination.
- Enforcement of the non-discrimination clause in contracts of firms doing business with the City through interviews on the job site and review of employment records.
- Special efforts taken to encourage hesitant companies to hire members of minority groups.
- Convinced newspapers to eliminate racial specifications from classified advertising.
- Investigated staff appointments and patient admission policies in City hospitals.
- Racial designations removed from birth certificates.

Housing and Community Services

- Working closely with political scientists, sociologists, economists, realtors, building contractors, mortgage bankers, government leaders, and community leaders to carry on an unending campaign to bring about equality of housing opportunities.

- Panic peddling a violation of Real Estate Brokers and Salesmen Law according to the Illinois Department of Registration and Education.
- City Council urged passage of a state fair housing law.
- Obtained office space for minority group professionals in downtown and neighborhoods where this is a problem.
- Opening of health and welfare facilities to all citizens.
- Continuing education program for neighborhoods facing or undergoing change.

New Residents

- Focused attention on credit exploitation convincing state legislators of the need for a Fair Credit Practices Law.
- Development of a program of consumer education and business ethics.
- A program of close coordination with the Board of Health.

Philadelphia, Pennsylvania

The 1961 program of the Philadelphia Commission on Human Relations was staffed by twenty-one professionals aided by a clerical staff of twelve. The budget of \$212,000 was allocated to the four divisions of the Commission to carry out the following programs.

Public Information and Research.--The objectives of the program are:

1. To prepare educational and informational materials for use in specific programs.
2. To inform the general public and particular segments of the public about the activities of the Commission.
3. To stimulate greater citizen participation.
4. To promote and service educational programs to acquaint citizen groups with methods for overcoming problems related to employment practices, fair housing, and the need for improved community relations.

5. To interpret to the mass media the need for more extensive use of human relations news and features in order to present problems and suggestions for improved intergroup relations; provide thought, discussion, understanding, and support for human relations programs, and modify some of the stereotypes which much of the public holds about minority groups and community relations.

Some of the major accomplishments of this division have been:

- The first seminar in the country for executives of press, radio, and television stations to discuss the handling of news with intergroup relations significance.
- Development of a church human relations program to acquaint church congregations with the opportunities and responsibilities in employment, housing and community relations.
- Development of special training programs in human relations for personnel in official agencies and for volunteers in community groups.
- Development of programs designed for use by community leaders to cope with problems in housing and employment.
- Development of a neighborhood stabilization program to reduce panic and flight when a neighborhood undergoes racial change.
- Development of a program to reduce and eventually eliminate restrictive housing market practices.
- Research into the non-white residential pattern, Negro employment, delinquency and migration, the housing of Negro Philadelphians.

Public Law and Employment.--Pennsylvania law permits cities to continue local fair employment practice commissions even while there is a state commission. Thus, this division "is responsible for the enforcement of the Fair Employment Practice Ordinance, the State law prohibiting discrimination in public accommodations and the more than thirty provisions in ordinances and statutes prohibiting discrimination." Specific programs and accomplishments of this division include:

- Notification of all new businesses of the laws prohibiting discrimination.

- A survey of hotel and restaurant employment practices.
- The elimination of racial specifications in classified advertising.
- Inspection and enforcement of anti-discrimination clauses in City work contracts exceeding \$2,000.
- Development of a "do-it-yourself" program designed to make minority youth more desirable job applicants.
- Plant and special industry investigations.
- Brought about the merging of several segregated unions.

Community Relations.--This very important division is concerned with equal opportunity and treatment in recreation, health, welfare, and education. Special emphasis is placed on improving intergroup relations at the neighborhood level. The continuous program to reduce and eliminate tension is continually receiving and analyzing reports of racial, religion, and nationality problems and tensions. The division's activities are described as action oriented (programs on an individual or group basis), educational, and advisory.

- Incident analysis.
- Development of a comprehensive human relations program for all members of the police force.
- Initiation of a Leadership Development and Participation Program designed to prepare young minority citizens for appointments to and service on various boards and commissions throughout the City.
- Spanish-speaking community education program.
- Training of recreational leaders in human relations aspects of their work.
- Inter-agency consultation to improve coordination, cooperation, and communications between the public and private agencies.

Housing Division.--The housing program is directed at "educating and informing the public about the difficulties caused by housing discrimination and segregation and the advantages to be gained from an open and unrestricted housing market." To secure the goal of a free housing market an educational program has been developed to reach the five elements influencing housing policy and practices -- the housing industry, minority groups, the general public, changing neighborhoods, and organizations interested in fair housing. "Activities in each of these five areas are directed toward producing permanent long-range changes to overcome traditional patterns that perpetuate segregation in housing and community life."

- Educational program stressing difficulties caused by housing discrimination and segregation.
- Newsletter mailed to 3,000 members of the real estate industry.
- Pennsylvania Human Relations Act amended to include provisions for fair housing.
- A local fair housing ordinance was taken under study by the Commission and the City Solicitor.
- Continuation of neighborhood stabilization program including institutes for community leaders, development of neighborhood organizations, distribution of a neighborhood newsletter.
- Pennsylvania Real Estate Licensing Commission adopted regulations to provide safeguards against unethical real estate practices.
- A public ceremony was held announcing agreement between the Commission and the Philadelphia Board of Realtors to work jointly on an educational program to promote fair housing.

San Francisco

The Council for Civic Unity is a private voluntary agency seeking to:

San Francisco

The Council for Civic Unity is a private voluntary agency seeking to:

- Promote equality of right and opportunity free from racial or religious discrimination.
- Remedy restrictive practices affecting minority groups and individuals.
- Improve intergroup relations, with special attention to main sources of misunderstanding, injustice, and tension, and so
- build a better community for all, buttress the Constitution and strengthen the Nation.

With a budget of \$30,000 and a staff of three, an extensive program is carried on in the fields of public information, research, education, consultation, planning and the development of programs for improved intergroup relations. Whenever possible the Council has provided assistance to other Bay Area communities and agencies seeking similar goals.

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